

Developing a Growth Mindset

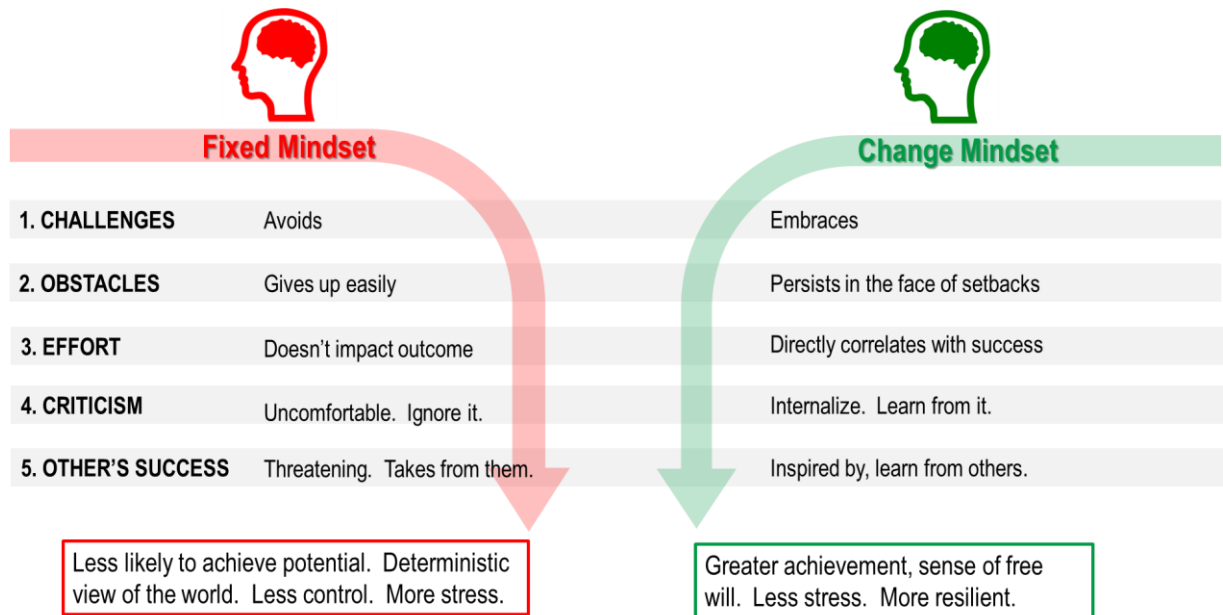
When confronting a challenge or major change, do you find yourself anxious and backing away? Or do you find yourself invigorated by change and eager tackle the challenge? Do you stick with what you know, or do you happily enter unfamiliar work?

Our tendencies when confront challenge or change may be a result what researchers call our “Mindset.”

Those with a **Fixed Mindset** were typically rewarded for their abilities and talent when they were young (“You got a good grade. You must be good at Math!”). As adults, they lean into areas where they are comfortable and likely to success.

Those with a **Growth Mindset** were typically rewarded for their effort (“You got a good grade. You must have worked very hard for it!”). As a result, those with a growth mindset are more likely embrace challenge and change as part of the excitement (or reward) of the outcome.

Those with a growth mindset tend to have higher achievement, less stress and greater resilience.



The good news, according to psychologist Carol Dweck, our mindset can evolve over time. For some, developing a Growth Mindset may take some time and practice. But no matter our age, we can work to alter the messages we send to ourselves about challenges and change and develop a Growth Mindset.

Sources: [Carol Dweck, Ph.D.](#) and : [Scott Jeffrey](#)

Growth Mindset Strategies

1. **Build awareness of your current Mindset.** You can start by taking a [mindset self assessment](#)
2. **Recognize your self talk.** Often it is not the situation but *what we tell ourselves about the situation* that impacts our emotions and behaviors. Take note of messages you are sending yourself when confronting challenges or change.
 - Is your self-talk “fixed:” negative about the change, unclear about the goal or action items, pessimistic about the outcome, or lacking confidence?
 - Or is it “growth minded:” enthusiastic, curious, optimistic, goal-focused, confident in your ability to impact the outcome?
3. **Counter “fixed” messages with “growth” messages.** Once you identify “fixed self talk,” practice replacing those messages with growth messages.
4. **Attribute success accurately.** Align the outcome with your effort. Be willing to accept credit for successes. Take ownership and learn from failure. Be authentic, honest and show humility.
5. **Align your actions.** Practice *behaving* in a way that aligns with the Growth Mindset: don’t avoid change; don’t quit when it gets hard; surround yourself with change-minded people; ask for feedback; find mentors and role models.
6. **Focus on the things you can control.** Don’t worry or try to influence things outside of your control. Avoid dwelling on the past or worrying about the future. Avoid perfectionism, catastrophizing and blaming others.
7. **Set personal goals.** Focus on continual learning.
8. **Ask yourself Growth-minded questions:**
 - What can I learn from this?
 - What steps can I take to help me succeed?
 - Do I know the outcome or goal I’m after?
 - What information can I gather? And from where?
 - Where can I get constructive feedback?
 - If I had a plan to be successful at [blank], what might it look like?
 - When will I follow through on my plan?
 - Where will I follow through on my plan?
 - How will I follow through on my plan?
 - What did I learn today?
 - What mistake did I make that taught me something?
 - What did I try hard at today?
 - What habits must I develop to continue the gains?

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